EXHIBIT A

184401

PPA 2010 Successor Labor Agreement - Summary

Preamble

- Term of CBA: Three years, 7/1/10 – 6/30/13

Art. 15 – Policies and Procedures and Other, Orders

- Broaden to include BHR; require minimum of 15 days notice of BHR rule changes prior to implementation, with an exception for emergencies.

Art. 17 – Manual of Rules and Procedures and Contract

- Provide PPA with access currently extended to sworn officers to specific list of electronic systems, at cost

Art. 21 – Discharge & Demotion

- City may restrict or suspend police powers during pendency of investigation, imposition of discipline, or clearance in medical or psychological fitness exam, and such act does not constitute discipline. Unless placed on unpaid leave, employee to maintain pay rate and premiums from assignment prior to restricted duty.

Art. 23 – Seniority

- Addresses the amount of vacation an employee can schedule in the vacation sign-up process, and exempts certain overtime assignments from equalization.

Art. 26 – Sick Leave

- Clarifies that Unused Sick Leave Upon Retirement provision applies to FPD&R Tier 1 & 2 and FPD&R Tier 3/PERS-OPSRP, and does not apply to PERS Tier 1 & 2.

Art. 27 – Pregnancy, Parental and Family Leave

- Limits intermittent use of parental leave to RU manager approval (PPA to dismiss grievance)

Art. 37 – Work Assignments in Higher Classification

- Incorporates LOA providing that for assignments of 60 continuous days or more, paid leave will be at out-of-class rate
- Adds detective supervising detectives or criminalists in Investigations and Forensic Evidence divisions to assignments receiving premium

Art. 42 – Education Reimbursement Program

- Increase maximum number of credits per year from 9 to 13.5
- Establishes a specified pool of Education Reimbursement dollars of $18,000 based on current average annual spending, officers paid pro rata if submissions exceed pool
- Education premium: 2% Top Step Police Officer for officer holding Bachelor's Degree, effective 1/1/13

Art. 43 – Overtime

- Compensatory Time Off restrictions:
  - Absolute discretion to grant, deny or cancel when requested 30 days or less in advance
  - Identifies four factors for grant, denial or cancellation when requested more than 30 days in advance (impact on desired staffing levels, whether will require backfill w/officer on overtime, special event/incident needs, and holidays), and sets standard of review as "abuse of discretion"
  - PPA to dismiss grievance

- On-Call includes availability premium and hourly pay for time on the phone (settles two PPA grievances)

Art. 47 – Holiday Compensation
- Officer's election of either pay or holiday comp time
- Provision of an additional floating holiday

Art. 53 – Funeral Expenses
- Increases allowance from $5,000 to $12,000

Art. 55 – Shift & Alternative Shift Schedules
- For night shift, holiday to be observed the day before the rest of the City (SAP allocation-of-day fix; PPA to dismiss two grievances)
- Establishes Shift Differential of 2% for Night Shift and 1% for Afternoon Shift, effective @ ratification

Art. 57 – Extra Employment
- Special Duty compensated in pay only (not Comp Time Off); includes settlement of grievances

Art. 61 – Bill of Rights
- PPA acceptance of all adopted Police Review Board changes, with the following express provisions:
  - Right to attend & be represented
  - Right to make a presentation
  - Right to submit documentary and other non-testimonial evidence
  - PPA only excluded from Executive Session if advisory IAD, Detectives, and Training personnel likewise excluded
  - Joint statement to arbitrator concerning PRB process
  - PPA to dismiss grievance
- Drug Testing Policy revised to include random drug testing

Art. 62 – Independent Police Review
- PPA acceptance of adopted IPR revisions in reform ordinance, with the following reservation:
  - Despite ordinance limitation on subpoena of sworn members, PPA required express provision that it does not waive its or its members' right to challenge legality of subpoena provision

Art. 65 – Recruitment and Retention Incentives
- Incorporates LoA correcting VEBA contribution
- Creates Health & Fitness premium of 1% Top Step Police Officer, effective 7/1/11

Art. 67 – Canine Handler
- Clarifies pay rates and form of compensation; PPA to dismiss grievance

Schedule A
- No COLA increase for 2010-2011; COLA increase of PDX CPI-W, 1% min. - 5% max., for 2011-2012 and 2012-2013
- Schedule adjustment of 2%, effective 7/1/11, for PPA concessions on Comp Time Off